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## PART III

**Notifications by High Court ; Labour Commissioner ; Advertisements ;**

**Director of Lotteries, Punjab and Notices, etc.**

**LABOUR DEPARTMENT PUNJAB**

**O/o LABOUR COMMISSIONER PUNJAB**

**Notification Teleperformance D.I.B.S, CRM Services India Pvt. Ltd, Phase-8B, Plot No. A40, Ind**

**The 6th October, 2022**

**No. LC-DISP014(EXEM)/15/2022-DISPUTE AND IMPLEMENTATION/I/440998/2022.-** In exercise the powers conferred by section 28 of Punjab Shops and Commercial Establishment Act, 1958 (Punjab) Act No. 15 of 1958) read with Punjab Government Notification No. 13302-03L&E(25-S)68/39521 dated 12th/ 13th December, 1968. I Tej Partap Singh Phoolka, IAS, Labour Commissioner, Punjab do hereby exempt the following establishment of M/s Teleperformance D.I.B.S, CRM Services India Pvt. Ltd. Phase-8B, Plot No. A40, Industrial Area, Mohali, SAS Nagar, Punjab 160062 located in the state of Punjab from the provision of section 30 of the said Act for the period up to 31-03-2023

1. The Establishment must be registered/renewed under the Punjab Shops and Commercial Establishment Act, 1958.
2. The total no. of hours of work of and employee in the establishment shall not exceed nine hours on any one day and 48 hours in a week.
3. The spread over inclusive of interval for rest in the establishment shall not exceed twelve hours on any one day.
4. The total no. of hours of over time shall not exceed fifty in any one quarter and the person employed for over time shall be paid remuneration at double the rate of normal wages payable to him calculated by the hour.
5. The Management will ensure protection of women from Sexual Harassment at work place in terms of the direction of the Hon'ble Supreme Court in the case of Vishaka & Others Vs. State of Rajasthan vide Judgment dated 13-8-1997 (AIR 1997 Supreme Court-3011).
6. The Management will provide adequate Security and proper Transport facility to the women workers including women employees of contractors during the evening/night shifts.

7. In case the management is not providing transport facility or security through employees directly recruited by him and proposes to provide through service providers then the Management shall execute the Security and transport facility contract with an appropriately licensed/registered Security Agency.
8. The Management will ensure that the women employees will board the vehicle in the presence of security guards on duty.
9. The Management will ensure that the Security Incharge/Management have maintained the Boarding Register or computerized record consisting of the Date, Name of the Model & Manufacture of the Vehicle, Vehicle Registration No, Name of the Driver, Address of the Driver, Phone/Contact No. of the Driver and Time of Pick up of the women employees from the residence to establishment and vice versa.
10. The Management will ensure that the attendance Register of the security guard is maintained by the security incharge/management.
11. The Management will also ensure that the transport vehicle Incharge/security incharge/management maintains a movement register.
12. No employee of any establishment shall knowingly employ a woman and no woman shall engage in employment in any establishment during six weeks following the day of her confinement or miscarriage.
13. The Management will ensure that the vehicle does not have black or tinted glasses and also ensure that there are no curtains in the vehicle and occupants of vehicle are clearly visible from all side.
14. The Management will ensure that emergency call nos. are displayed inside the vehicle. The Management will also ensure that the driver will not pickup any women employee first for work place and will not drop her last at home/her accommodation.
15. The Management will ensure that the driver will not leave the dropping point before the women employee enters into her accommodation.
16. The Management will ensure that there is an annual self defence workshop/training for women employees.
17. In the night shift minimum of five women employee shall be employed.
18. The manager of the establishment will be required to abide by the provisions of Sexual Harassment of Women at Work Place (Prevention, prohibition and Redressal) Act, 2013.
19. Such other conditions as may be specified in this regard by the Labour Department from time to time.

**TEJ PARTAP SINGH PHOOLKA, IAS**

Labor Commissioner, Punjab.

The 6th October, 2022